



SPEAKER BIOGRAPHIES



MARTIN ADAMS is the President of Twin Cities Economic Development (TCED) Group. TCED is a nonprofit public policy organization whose mission is to develop and promote strategies to connect low and moderate-income people to the benefits of the Twin Cities regional economy. Adams has served as TCED president for four years. Prior to that, Adams served as the Project Coordinator of the UIC Neighborhoods Initiative, an outreach program focused on building partnerships between the University of Illinois in Chicago with community-based housing and economic development organizations. The program was focused on two neighborhoods adjacent to the UIC campus. Residents of the Pilsen neighborhood are predominantly Mexican and Mexican –American. The Near West Side population is primarily African-American, and contains three large public housing facilities that are undergoing significant renovation. Adams also served as a policy aide for former Minneapolis Mayor Sharon Sayles Belton, and spent 13 years in philanthropy in senior program staff positions at The Minneapolis Foundation in Minneapolis, and at the Woods (Charitable) Fund and the Continental Bank (now Bank of America) Foundation in Chicago.



DR. BROCK ALLEN is Professor of Educational Technology at San Diego State University (SDSU) where he teaches graduate courses on educational product design and the psychology of technology-based learning. He is Past President of the Division of Instructional Development of the Association for Educational Communications and Technology. Dr. Allen has published over 40 articles or book chapters on computer-based learning environments, interactive media, instructional design, and related topics. He currently serves as editorial consultant to a variety of journals including Educational Technology Research and Development, Computers and Human Behavior, and Instructional Science. Since joining the SDSU faculty in 1982, Dr. Allen has received numerous awards for his teaching and research and his students have won national competitions for excellence in multimedia design. He holds degrees in biology and education from the University of California at Berkeley and a PhD in education and communications from the University of Southern California.



MELANIE ARTHUR has worked with and trained public and non-profit professionals from across the country in developing, implementing and promoting successful programs. She is a marketing and customer service specialist, and her skills include highly rated training and staff capacity building, management and marketing services, and developing customer service and satisfaction programs.

Clients rely on her creativity in strategic planning and problem solving, along with her boundless enthusiasm and "can-do" attitude. Many states -- including Minnesota, Georgia, Illinois, Connecticut, Iowa, Pennsylvania and Texas -- have used Melanie's expertise to revitalize their workforce development systems leading to increased customer satisfaction. As a trainer, she strives to increase staff capacity -- through either direct training or a "train-the-trainer" approach -- to ensure that staff acquires the skills they need to do their jobs most effectively and efficiently. Melanie is well known for her unique approaches to working with employers, stressing a customer-oriented focus to all business customers.

Because she understands the complexities unique to the employment and training system, Melanie has been brought in by the US Department of Labor, the Interstate Conference of Employment Security Agencies, and the Center for Employment Security Education and Research to help conceptualize and implement Employment Service Revitalization. She has designed and pioneered unique customer satisfaction systems and trained on a variety of related subjects.

Prior to her consulting work, Melanie was the Director of Marketing and Customer Service at the Massachusetts Department of Employment and Training. Her additional professional experience includes continuing education, advertising agency production and account management. Melanie received her B.A. from William Smith College.



MICHAEL BERNICK was appointed as Director of the California Employment Development Department on April 1, 1999 by Governor Gray Davis. Mr. Bernick brings to this appointment more than 20 years of employment and training experience in California. Mr. Bernick did his undergraduate work at Harvard (A.B. 1974), graduate work in political philosophy at England's Oxford University (B. Phil. 1976, Balliol College), and earned his law degree at the University of California, Berkeley (J.D. 1979). From 1979 to 1986, Mr. Bernick worked with the San Francisco Renaissance Center, an inner city job training and economic development agency. Renaissance operated a series of literacy and vocational training classes, as well as training for older workers, welfare-to-work, and an inner city entrepreneurship center. Since 1986, Mr. Bernick has been in private law practice in San Francisco, with the law firm of Lofton De Lancie. He has continued his involvement in the employment field as a board member of numerous training agencies, including the Ella Hill Hutch Community Center, Parents of Success, Youth for Service and the Mission Reading Clinic. From 1988-1996, he also was a board member of the regional rail transit agency, BART. Mr. Bernick is the author of over 20 major articles and three books on employment and economic development: The Dreams of Jobs (Olympus, 1984), Urban Illusions (Praeger, 1987), and with Robert Cervero, Transit Villages in the 21st Century (McGraw Hill, 1997).



SUMYYAH BILAL has been involved in the field of career information delivery for more than 20 years. Worked with the Florida State Occupational Information Coordinating Committee (SOICC) as a liaison between the LMI Unit and Florida's Career Information System from 1979 to 1981; was Director of the Montana Career Information System from 1981 to 1986; and has been the Chief Executive Officer of EUREKA, the California Career Information System since 1986. In addition, Ms. Bilal has a Master's of Arts Degree, and has worked as a public school teacher/counselor; a career counselor/program administrator; and is a past president of the Association of Computer Based Systems for Career Information (ACSCI).



GERRY BRADLEY graduated from the University of New Mexico in 1980 with an MA in Economics. He has worked in New Mexico state government as an economist and budget analyst since 1978. Mr. Bradley worked at the Taxation and Revenue Dept. for 7 years, the Human Services Dept. for 4 years, and the Labor Dept. for the past 13 years. At the NM Labor Dept., he worked as LAUS and projections technician and as the editor of the NM Labor Market review. He became manager of the NM Dept. of Labor's Economic Research and Analysis Bureau in January 2000. Mr. Bradley is especially interested in the use of employment data as an independent variable in revenue and expenditure modeling as well as in labor dynamics.



TED BRADSHAW received his Ph.D. in Sociology from the University of California at Berkeley in 1974, and for nearly 20 years he worked at the UC Berkeley Institute of Governmental Studies and the Institute of Urban and Regional development on the development of advanced industrial society, rural sociology and economic development, the social impact of technological change in the California electricity system, land use and farmland

conversion in the California's central valley and forest zone. He received a Fulbright Grant to conduct research on technological change in Sweden's electrical industry in 1991.

He joined the faculty of the Human and Community Development Department at the University of California, Davis, in 1995 where he teaches Community Development and Economic Development. His current research is on new local economic development strategies, community development organizations, and the impact of the California energy crisis on the state economy. He recently completed an evaluation study of the impact of the State of California Small Business Guaranteed Loan Program's economic development contribution to job creation and small business growth, and an assessment of the potential for expanding the program into areas currently underserved. In addition he has completed projects on base closure, workforce development, the application of geographic information systems (GIS) computer mapping programs to the conversion of farmland in the California Central Valley, and on new housing and energy conservation technologies.

He is currently writing a book on the effect of the energy crisis on economic development, and the potential for flexible power systems to avoid future crises. He just completed co-authoring (with Edward J. Blakely) the Third Edition of Planning Local Economic Development, the leading text for college economic development courses. He continues working on studies of industrial clusters in California, the survivorship of small businesses, and complex community development organizations. He was elected in 1997 to be a Board Member of the Community Development Society, an international professional association of community developers, and he has assumed the position of Editor of the *Journal of the Community Development Society*.



SANDRA BROWN is an Employment Services Supervisor for the Sacramento Employment and Training Agency. She oversees a Sacramento One Stop and manages the WIA Adult and Dislocated Worker and CalWORKS programs at this site. Sandra has been in the Employment and Training field for over 15 years and has been the chair for the regional staff development team for over 5 years to assist the regional One Stop staff in obtaining needed competencies.



TRACEY BROWN is coordinator of Labor Market Information for the Workforce Development Board of Contra Costa. She has worked for the WBD, formerly the Private Industry Council, for 7 years. Tracey also serves as Chair of the Labor Market Information Committee for the EASTBAY Works region. Previously, Tracey was a Career Counselor for an outplacement firm specializing in military-to-civilian workforce career transitions. Tracey spends time planning and designing counseling centers. She also counsels "women-in-transition" in the areas of career decision-making, skill building and life planning. She enjoys visiting street fairs, gardening and interior design. Tracey received her M.S. degree in Counseling and Psychology from Troy State University, Alabama.



ROBERT G. BURRIS is an urban economist trained and experienced in applied economics, economic development, and real estate market analysis. Mr. Burris's professional experience includes information technology sales experience with AT&T/NCR, real estate and urban land use research with the California State University, private consulting with a northern California economic consulting firm, and two years as a research director of a major commercial real estate brokerage house. While with the California State University Real Estate and Land Use Institute (RELUI), Mr. Burris was promoted from graduate research assistant, to analyst, then project manager. His specialties include economic impact analysis, demographic analysis, and real estate market analysis. Mr. Burris also worked with Economic & Planning Systems as an economic consultant. He contributed his expertise in several market studies, fiscal impact studies, public finance strategies, and provided economic analysis to be used in civil litigation. Most recently, Mr. Burris was Client Services Manager and Research Director for Grubb & Ellis Company in Sacramento, providing real estate and economic data and analysis to major clients in the region, as well as coordinating major marketing functions. Mr. Burris is now the Deputy Director of the Sacramento Area Commerce and Trade Organization (SACTO) responsible for recruiting industry to the six-county Sacramento

Region. Mr. Burris received a B.A. in Business Economics from the University of California, Santa Barbara in 1990, and a M.B.A. in Business Administration with an emphasis in Market Analysis from the California State University at Sacramento in 1995.



CHARLSEY CARTWRIGHT is currently the Executive Director of the California Career Resource Network (CalCRN) - also known as the California Occupational Information Coordinating Committee (COICC). Before coming to the CalCRN, Ms Cartwright worked at the Labor Market Information Division as well as the Job Service and other programs in California's Employment Development Department. Ms. Cartwright has a bachelor's degree in Sociology and has completed graduate work in both Psychology and Law. In addition to extensive work in employment and training programs, she has also had her own business doing commissioned paintings (www.charlsey.com <<http://www.charlsey.com>>) and computer graphic design.



MARIA COLAVITO is an attorney with a private practice in Albany, New York.

Maria received her undergraduate degree from The George Washington University where she majored in Political Science, and her Juris Doctor degree from the State University of New York at Buffalo School of Law. Her legal career has focused on various aspects of public interest and public sector law, having worked with The Legal Services for the Elderly Project as well as Prisoners' Legal Services. She also spent nearly twelve years with the New York State Department of Labor, during which time she served as Legislative Counsel to the Department and was responsible for the development, negotiation and passage of the Department's legislative program.

Maria also served as Director of the Division of Safety and Health. As such, she was responsible for the overall operation of a Division of 350 staff in nine federal and state programs governing safety and health issues impacting the public as well as working men and women in the state.

Her private practice involves general civil matters with a concentration on labor and employment issues as well as government relations. Over the last six years, she has also served as a consultant to NASWA (National Association of State Workforce Agencies), CESER, state labor departments and not for profit organizations with regard to a host of labor law and workforce development issues.



RON CUBIT is a Workforce Development Specialist for the U.S. Department of Labor (DOL) - Employment and Training Administration (ETA) in San Francisco. He specializes in technology projects for the ETA including America's Career Kit, Labor Market Information, Freedom of Information Act, DOL's Faith based initiative, H-1B grant management, and database development. Mr. Cubit is also a member of the regional technology/web development team and regional coordinator for the Work Opportunity Tax Credit (WOTC) and the Federal Bonding Program. Mr. Cubit holds a B.S. degree in business, management, and an MBA degree from the University of Redlands. He has also completed doctoral coursework in educational technology at Pepperdine University, and is currently writing his dissertation focusing on workforce development for the high-tech industry.



BOB CUMMING joined the North Orange County Community College District in California in 1978 and for the past 22 years has administered Economic Development programs. Since 1992, Mr. Cumming has directed statewide programs in Workforce Literacy for the California Community Colleges, a \$3 million dollar program expansion project for 27 community colleges funded by the Department of Defense, and a \$1 million dollar Department of Labor National Expansion Program for Multimedia Training Centers. Currently he serves as

Director of the Workplace Learning Resource Initiative in California for the Economic Development Network (ED>Net) of the California Community Colleges.



MAREN DALEY rose steadily during her 18-year career as a banker and lawyer with First National Bank of North Dakota in Grand Forks. From 1996 until earlier this year, she was senior vice president, loan product manager and corporate secretary for the bank. Former Gov. George Sinner appointed her to the Bank of North Dakota Advisory Board in 1991, and she was reappointed by Gov. Ed Schafer. The advisory board oversees the operations and loans of the Bank of North Dakota, headed by Hoeven between 1993 and last May. "In my dealings with Maren, I have always been impressed by her thoroughness, her critical thinking, and her good sense of how the Bank of North Dakota can better serve the state's citizens," Hoeven said. "She can bring those same excellent qualities to Job Service North Dakota, helping in our job-creation efforts." Job Service North Dakota administers the state and federal unemployment insurance program, provides labor market information and provides specific services to targeted work-force sectors. The agency also delivers Workforce 2000. Hoeven is recommending a \$1 million increase in funding for the workforce development program. A graduate of Midway High School in Inkster, Daley earned a bachelor's of science degree in business administration from the University of North Dakota in 1980, where she majored in aviation administration. She earned her law degree from UND in 1983.



DONNA DEWEERD Project Administrator, will have full administrative and oversight responsibility for the success of the NWI Project. She will additionally assume full responsibility for meeting specific project timelines and tasks, negotiating contracts, coalition building and Board management. Ms. DeWeerd currently serves as the Director of the North Bay Employment Connection (NBEC), a regional consortium of workforce development organizations. She has over twenty years of experience in the field of workforce development and has planned and implemented numerous large-scale projects within the industry including projects related to welfare to work and school to work. Previous to her role as the Director of NBEC, Ms. DeWeerd served as the Executive Director of the Napa County Training and Employment Center, where she built a nationally renowned reputation for the Napa One-Stop – A National Learning Laboratory. In addition to her duties as the Director of NBEC, Ms. DeWeerd serves in an advisory capacity for the State of California on several work groups and task forces.



KARI LYNN DOHN is Senior Advisor to California Governor Gray Davis and Director of Policy, is an accomplished professional with over thirteen years private and public sector experience in public policy formulation and implementation. Prior to her current appointment, Ms. Dohn served in the Administration of Governor Davis as Undersecretary for Trade and Commerce, in charge of the day-to-day management of the now California Technology, Trade and Commerce Agency. Ms. Dohn also served as Chairperson of the California Earthquake Authority. Before her return to California, Ms. Dohn was a senior appointee of President Clinton, serving as the Deputy Assistant Secretary for Policy and Planning in the Office of Secretary of Commerce, William M. Daley. In this capacity, Ms. Dohn served as the Secretary's senior advisor on international trade issues, export promotion, local economic development, high tech issues, and trade education and outreach efforts. In addition, she headed the United States delegation to the 1997 G-7 Jobs Conference in Kobe, Japan, and she was the Department of Commerce representative on the Clinton Administration's Advisory Committee on International Labor Enforcement. From 1995 to 1996, Ms. Dohn served as Senior Policy Advisor on international trade and economic issues to U.S. Secretary of Commerce Ron Brown and Secretary Mickey Kantor. Ms. Dohn also served as Head Trade Counsel to the Chairman of the Senate International Trade Subcommittee, and Legislative Counsel covering the Senate Finance Committee for Senator Max Baucus (D-MT). Prior to her commitment to public service, Ms. Dohn worked from 1991 to 1993 as an Associate for the law firm of O'Melveny and Myers where she specialized in international trade law and administrative and regulatory law. She also served as a consultant on telecommunications and international trade issues prior to law school. Ms. Dohn graduated from Stanford University, with a bachelor's degree in International Relations. She earned a Juris Doctorate with Honors and an L.L.M in International and Comparative Law from Duke University School of Law. She has worked on several national presidential and senatorial campaigns.



MATT EARY is an Economist with the San Diego Association of Governments (SANDAG), and the association's chartered consulting agency, SourcePoint. Working for SANDAG, Mr. Eary conducts detailed research studies examining the economics of local jurisdictions, growth management policies, and regional industry clusters. Mr. Eary is part of the team that developed the San Diego Regional Economic Prosperity Strategy, a plan recommending major infrastructure investments and changes in public policies necessary to meet the region's economic restructuring challenges. As a component of the strategy, he is responsible for creating a methodology for identifying and defining the San Diego region's industry clusters. Mr. Eary also works on SANDAG's regionwide forecast models. Mr. Eary earned a masters degree in city and regional planning (MCP) at the University of California, Berkeley, and a bachelor's degree in economics from the University of California, San Diego.



DR. PAUL FASSINGER is the Research Director at the Association of Bay Area Governments (ABAG). A position he has held since 1995. He is ABAG's chief economist and conducts economic and demographic research in a variety of areas including regional economic modeling, inter-regional commuting, labor force participation, life expectancy, and the location of economic activity. Since 1995, he has been the primary author of the Projections, series of comprehensive long-term forecast of growth for the Bay Area. He also makes an annual short-term forecast for the Bay Area's economy. He has also been involved in the annual Silicon Valley Projections – a series of economic forecasts made in cooperation with the Silicon Valley Manufacturing Group. Prior to joining ABAG, Paul worked as an economic consultant. He was also a senior staff person at the California Public Utilities Commission, where his work focused on energy regulatory issues in the natural gas and electric industries. Paul holds M.S. and Ph.D. degrees from Cornell University. He received his B.A. from the University of California at Berkeley.



DR. BETTE B. FELTON DRPH, RN is Interim Dean, California State University, Hayward, Contra Costa Campus. Dr. Felton is also Professor of Nursing and Health Sciences. She received a Bachelor's degree in Nursing from the University of California, San Francisco, a Master's degree in Community Health Nursing from State University of New York at Buffalo, and a Doctor of Public Health from the University of California, Berkeley. She has worked in pediatrics, school nursing, operating room, maternal child health, geriatrics, and coordinated Public Health at the National Children's Medical Center in Washington, D.C. Dr. Felton has taught pediatric nursing at the Catholic University of America and geriatric and public health nursing at California State University, Hayward. She has published in Public Health Nursing, Nursing and Health Care, and California Curriculum Issues. Since 1995, she has been investigator on two federally funded projects, Information OnRamps for Oakland, and the East Bay School-to-Career Partnership. She was also principal investigator on Professional Educator Faculty Engagement in California School to Career (PEFE), Teaching and Learning Careers Statewide Network, and Intersegmental Faculty Articulation Projects (ISFA). Her current projects are in the development of Health and Bioscience Careers where she is funded by University of California, Center for the Health Professions, with support from the California Endowment and the California Healthcare Foundation. Projects of note from current activities include a Bay Area Health and Bioscience Education Database (www.bayscan.org), local and regional industry-education partnerships, and collaborative events for students and teachers K-16.



JOHN M. GALVIN has served as Associate Commissioner of the Office of Employment and Unemployment Statistics of the Bureau of Labor Statistics since September 1, 1993. Mr. Galvin is responsible for the Bureau's programs of national, state, local information on the labor force, industry and occupational employment and wages, and job openings and labor turnover. Mr. Galvin has worked at the Bureau of Labor Statistics since 1978. Prior to his current appointment, he served as program manager of the Producer Price Index,

as Director of the Quality and Information Management Staff, and in a variety of positions in the Consumer Price Index program. Mr. Galvin received an M.A. from George Washington University in 1985 and a B.A. from the University of Illinois in 1978.



PHILLIP GEORGE graduated with a Bachelor of Science Degree in Mathematics from South Dakota State University. Started with the Research and Statistics section of the South Dakota Department of Labor in 1975 as an economic analyst. Has worked on several statistical programs, including the OES, LAUS and ES202 programs. Became the Director of the Labor Market Information Center in 1991. Has conducted considerable research using wage records; studies have involved commuting, employee turnover, training program outcomes, and labor supply.



BARRY A. GOFF, PH.D. has consulted on performance management and accountability systems to the private sector and to Federal, State, and Local government for the past 15 years. Major clients have included Canberra Industries, General Foods Corporation, Xerox, Astra-Merk, the States of Connecticut and Kentucky, the US Department of Labor, and a number of local workforce areas including San Diego, CA and Philadelphia, PA. His current work focuses on consultation to a variety of public service organizations: the United States Department of Labor on performance management and customer satisfaction issues; the Connecticut Office for Workforce Competitiveness on a variety of performance related program and policy issues; and the southern New England community action agencies on the development of a peer-to-peer quality-assessment system. He regularly presents seminars and workshops on performance measurement systems, customer satisfaction, and performance-based contracting at regional and national conferences. His major areas of expertise include integrated analysis of quantitative and qualitative data, survey design, group facilitation, performance management system development, and evaluation research.



BONNIE GRAYBILL has been with Labor Market Information Division for over 11 years. Currently, she manages the Information Services Group, with 40+ staff providing public information services, conducting occupational research, developing industry and occupational projections, developing and maintaining the Division's Internet web sites and developing a wide range of publications and custom data runs designed to assist customers in using LMI to make informed decisions. In addition, Bonnie is California's representative on the national Workforce Informer Consortium, which is developing a user-friendly web interface to the ALMIS database. Bonnie's career in State government began in 1973, in Employment Development Department's (EDD) Personnel Office. In ensuing years, she managed various programs at the State Personnel Board and EDD, including Assistant Administrator of EDD's Tax Accounting System Project, and Chief of EDD's Planning Office. Bonnie graduated from San Marcos High School in Santa Barbara, California in 1966, got her bachelor's degree in Sociology from University of California, Davis in 1970, and her master's degree in counseling from California State University, Sacramento in 1972. Bonnie lives in Sacramento with her two young adult children, and two cats. She fancies herself a wordsmith, rising to the challenge of New York Times' crossword puzzles, and occasionally writing poetry, in her free time.



PAUL GUSSMAN is currently the Deputy Director of the California Workforce Investment Board (CalWIB). The Board is comprised of 48 governor-appointed members from both the public and private sectors of the state. Focusing on workforce development policy and programs, the Board is coordinating efforts between Federal, State and Local governments as well as linking to the California educational systems. The Board is also working on various issues including those of Veterans, Childcare, Universal Access, Small Business and Farm Workers. Recently, the Board established the California State Youth Council. Prior to his appointment to the

California Workforce Investment Board, Paul had been in the education field for thirty-three years. For thirteen years he served as teacher, advisor, Department chairperson and administrator. His service includes elementary, middle school, high school and community college levels both in New York and California. Before coming to the CalWIB, he also worked for 20 years at the Department of Education (CDE). His last assignment at CDE was as the Administrator of the Office of Workforce Development, Policy, and Interagency Relations. The primary focus of this Office was working with state, regional, county, and district personnel and statewide initiatives to ensure effective workforce development strategies and activities for all students, K-16. This Office was also responsible for providing leadership in the areas of policy development, career guidance, student outcomes, gender equity, and interagency collaboration. Paul has served as Assistant to the Deputy Superintendent of the Programs Branch followed by Consultant for the Intersegmental Relations Office and the School Interventions and Educational Operations Unit. During an eighteen-month period as a visiting educator at the University of California – Office of the President, he served as Senior Analyst for the School of Educational Improvement program working with California Subject Matter projects.



DIEGO HARO is a California State University Fresno graduate, started his career with the Employment Development Department (EDD) in 1969. He has supervised virtually every program and service provided by EDD. He has managed full service offices, Special Contract operations, Centralized Job Order/Employer Service offices, and the first automated Job Bank in Fresno County. He was involved in establishing the Ag-Alert project and co-sponsored the Ag-Short Course project to help farm workers secure extended employment. In 1986, he was promoted to District Administrator in San Diego, and in 1988 the position was upgraded and expanded to include Imperial County. During that period, he was also able to work with businesses in Orange County. In March of 1997, Diego's position was redefined as Division Chief for Job Service in Central California. His administrative area now consists of three major regions: the North Valley (San Joaquin, Stanislaus, Tuolumne, Calaveras, Amador, Mariposa, and Merced counties), the South Valley (Fresno, Madera, Tulare, Kings, Kern, Inyo, and Mono counties), and the Central Coast (Monterey, San Luis Obispo, Santa Barbara, and Ventura counties). Diego was appointed Deputy Director of EDD's Workforce Development Branch on August 5, 2002. He currently oversees the Workforce Investment Division, Program Development and Management Division, School to Career Division, Welfare to Work Division, and the Associate Director of Community Relations. Diego also served on the Fresno County Workforce Investment Board, Board of the New United Way, and the Fresno County Economic Opportunities Commission Sanctuary Youth Project. He has a long history of emphasizing Educational Seminars for the private sector.



JOEL HESSING has been with the Labor Market Information Division for five years. He currently manages the Division's Area Services Group; a team of 34 professionals working to help people interpret information about the status and future of industries and the occupations in California. Prior to his assignment in the LMID, he served as the Administrative Services Manager for the State's Disability Insurance program and five years before that as a supervising program evaluator in the department's Audit and Evaluation program. Joel managed a field office in San Mateo for the state's Employment Training Panel before coming into EDD in 1988. Joel was born in Sacramento and is a life long California resident. He graduated from California State University, Sacramento in 1973 and has worked for the State of California for over 27 years. He started as a trainer and administrator in programs serving the elderly after leaving Sacramento State before going to ETP in 1983. In addition to his work experience, Joel pursued a career as a softball official that led him to 12 Amateur Softball Association National Championships and three National Collegiate Athletic Association Division II Championships. His children have also helped him learn useful skills, such as those needed to transport his daughter and other cheerleaders from one competition to another, coach his son's baseball team, and deal with late evening telephone calls from other parents and like customers.



MARGARET HIGH in her role as Director of Special Programs, Margie oversees workforce preparatory programs (like CalWORKs), and interacts on a regular basis with Work Source Centers, community-based organizations, local and state government agencies, and area employers. She has developed a number of short-term, accelerated training programs in response to regional workforce needs, and has been actively involved in the transition from JTPA to WIA. Ms High has considerable experience with and is extremely knowledgeable about, the role of WIB Boards and the need for local labor market information. Ms. High holds a Masters of Sociology from Cal State Fullerton and a Bachelor of Arts Degree in Sociology from Fullerton.



RICHARD HOLDEN is the Research Director of the California Employment Development Department (EDD) and Chief of the Labor Market Information Division at that agency. Mr. Holden oversees a staff of nearly 300 research analysts and technical staff that collect, report and analyze data on California's wide variety of industries and occupations. Mr. Holden is a former member of and co-chair of the national Workforce Information Council, a federal-state panel that develops the strategic and annual plans for the national employment statistics system. Mr. Holden is also a member of the Technical Advisory Panel to the California Economic Strategy Panel. Mr. Holden has held other executive positions in California state government including chief of Business Operations Planning and Support Division in the California Employment Development Department and chief of the California Residential Earthquake Recovery Fund (CRER Fund) program in the California Department of Insurance. The CRER Fund, at its inception, was the largest earthquake insurance program in the world and one of the largest California insurance companies. Mr. Holden has consulted on seismic safety policy for the California Seismic Safety Commission and the National Academy of Sciences panel on earthquake warning systems. Mr. Holden has worked as a legislative analyst with the California Legislature's Joint Committee on Science and Technology and the non-partisan Legislative Analyst's Office. Mr. Holden has written and spoken frequently on labor market conditions and issues in the California economy. Mr. Holden has led EDD's efforts to provide current and relevant studies on the California economy, notably the annual State of the State's Labor Market, as well as numerous occasional papers, reports, and innovative Internet career products. Mr. Holden is also the principal author of published reports on seismic safety policy in California, and author and contributor of publications on U. S.-Mexico and U. S.-Canada border trade agreements. The State of the Rio Grande/Rio Bravo published by the University of Arizona Press (contributor) won a national book award for its contribution to border studies. Mr. Holden has also written on computer technology issues and reviewed software for California Computer News and Computer Currents. Mr. Holden has a Master of Public Affairs from the Lyndon B. Johnson School of Public Affairs at the University of Texas at Austin and a Bachelor of Arts in Economics from the University of New Mexico.



LES JANIS is the director of the Georgia Career Information Center at Georgia State University. He has been the center's director, since its inception in 1977. The center, through its Georgia Career Information System (GCIS), provides occupational and educational information to the schools and agencies throughout the state. This year more than 625,000 Georgians will access the GCIS program. In addition, the center, in partnership with the Georgia Department of Labor, Web-hosts the state's Eligible Training Provider List as part of the state's Workforce Investment Act efforts. And, in cooperation with the Georgia Department of Education, the center conducts the state's Career Resource Network activities. Les is a member of on the U.S. Department of Labor's America's Career Kit Consortium and serves on the America's Service Locator and Taxonomy Committees.



HANS JOHNSON is a Research Fellow with the Public Policy Institute of California received his Ph.D. in demography from the University of California at Berkeley. He has over 10 years of experience in the planning, managing, and conducting demographic and statistical analysis in the development of population projections, state and local demography, and immigration. He has a number of professional publications and reports describing the development of population estimates and projections. In addition, he has experience in communicating research

findings to a broad audience of policy makers and other stakeholders. Dr. Johnson worked for four years at the California Department of Finance, Demographic Research Unit where he developed estimates and projections of the population of California and its counties. While at the Demographic Research Unit, he developed and evaluated mathematical models and statistical measures of trends in fertility, mortality, and migration, including the determination of confidence intervals for state population projections. In addition, he also served as a consultant and technical resource in the areas of demographic analysis to other state agencies, as well as counties and cities. Dr. Johnson also served as the Senior Demographer at the California Research Bureau of the California State Library. As the Senior Demographer at this state research organization, he developed and authored a number of research and policy papers on population issues affecting California. He often testified before legislative committees and served as a demographic consultant to both the legislature and the administration. Dr. Johnson is currently a Research Fellow at the Public Policy Institute of California. His most recent published research is on estimating flows of unauthorized immigrants, analyzing naturalization patterns and rates, and evaluating the basic skills of welfare recipients. Dr. Johnson edits the Institute's quarterly series of reports on the demography of California, and has recently completed an evaluation of various population projections for the state.



KEVIN JOHNSON is a twelve-year veteran of the National Basketball Association and a 3-time all-star. Johnson spent nearly his entire career with the Phoenix Suns and was inducted into the “Suns Ring of Honor”, only the 7th player in franchise history. On August 8, 2000, Johnson officially retired from the Phoenix Suns and joined NBC as an in-studio analyst for “NBA on NBC” for the 2000-01 basketball season. A graduate of the University of California, Berkeley, Johnson was raised in the Oak Park neighborhood of Sacramento. Oak Park is an economically disadvantaged area of Sacramento, which is confronted by many of the social ills affecting inner cities across America such as drugs, gangs, teenage pregnancy and high unemployment. Early on, Johnson made a commitment to Oak Park resolving to assist the community in areas of need. In the summer of 1989, Johnson founded St. HOPE Academy (“SHA”), an after-school educational program located in the heart of Sacramento’s Oak Park neighborhood. Recently Johnson founded St. HOPE Corporation, an umbrella organization overseeing several established non-profit entities all striving to improve the quality of life in inner cities. These entities include St. HOPE Academy, St. HOPE Guild Theater, St. HOPE Development Company, St. HOPE Neighborhood Corps and St. HOPE Foundation. Most recently, Johnson founded Public School 7 (PS7), a charter school serving students in grades K – 8. The school will open its doors in the fall of 2003. Additionally, Johnson founded St. HOPE Foundation in 1994 to provide supplemental educational grants to students who otherwise would not be able to achieve their educational goals, as well as to non-profit organizations that are committed to inner-city communities. His concern and compassion for children and education prompted President George Bush to honor Johnson with the 411th Point of Light. In addition to also being selected as one of the “15 Greatest Men on Earth” by McCall’s Magazine, Johnson has received the NBA’s J. Walter Kennedy Citizenship Award, the Good Morning America Award from Sports Illustrated, the “Most Caring American” award by the Caring Institute and, in 1997, Johnson was inducted into the World Sports Humanitarian Hall of Fame in Boise, Idaho. In the fall of 2000, Johnson was admitted to the Masters of Theological Studies Program at Harvard Divinity School, an endeavor he will put on hold for the foreseeable future.



PATRICK JOHNSTON CAREER HIGHLIGHTS-Member, California State Senate, 1981-1990 Member, California State Assembly Legislative Chief of Staff, Newspaper Reporter, Calaveras Prospect, The Monitor, 1969-1972 Deputy Probation Officer, County of Calaveras. **LEGISLATIVE POSITIONS**, Chaired the following Committees: Senate Committee on Appropriations, Senate Industrial Relations Committee, Assembly Committee on Finance and Insurance Assembly Budget Subcommittee on Natural Resources, Assembly Subcommittee on Education Reform Member of Senate Committees: Agriculture and Water Resources-Insurance, Banking-Local Government, Budget Conference Committee-Natural Resources and Wildlife, Education Public Employees and Retirement, Energy-Utilities and Commerce-Transportation 1997-2000 Member State Allocation Board - 1997-2001 State Workforce Investment Board **EDUCATION**: Masters of Arts Degree (political representation) California State University, Sacramento, CA, Bachelor of Arts Degree (philosophy) St. Patrick's College, Menlo Park, CA **CURRENT ACADEMIC POSITIONS**: Fellow in Residence, Institute of Governmental Studies, University of California, Berkeley; Adjunct Professor, Goldman School of Public Policy; Adjunct

Professor, California State University, Stanislaus BOARD MEMBER, NON-PROFIT ORGANIZATIONS: Audubon-California; Goodwill Industries of San Joaquin Valley; Petris Center on Health Care Markets and Consumer Welfare.



TRISH KELLY is an economic development consultant specializing in strategic planning and capacity building in the areas of the “new economy” and sustainable development. As a consultant with 25 years national experience, Ms. Kelly has participated in program and policy analysis and evaluation studies for state and federal governmental agencies, and provided technical assistance to a variety of cities, counties, community-based organizations, statewide non-profits and foundations. As CCRL’s Sacramento liaison, Ms. Kelly works with a variety of partners based primarily in Sacramento, including the Governor’s Office, the California State Legislature, the State Treasurer’s Office, the California Workforce Investment Board, state agencies, and leadership organizations such as the League of California Cities, the California State Association of Counties, the Local Government Commission. She also works closely with professional associations such as the California Association for Local Economic Development and the California Workforce Association. Recent projects include preparation of the State’s infrastructure planning and investment framework for the Governor’s Commission on Building for the 21st Century, and support to the Speaker’s Commission on Regionalism. Current projects include capacity building for the California Workforce Investment Board, and a Career Progressions Workforce Development pilot project supporting the Center’s network of Collaborative Regional Initiatives (CRIs), in partnership with the State Employment Development Department and other agencies and educational institutions. Ms. Kelly previously was the Associate Director of CALED, a statewide non-profit membership organization providing technical assistance and services to cities, counties and other organizations involved in local economic development. She was responsible for community capacity building and for liaison with State and regional agencies involved in defense adjustment and economic diversification activities. In addition to CCRL, Ms. Kelly has served as a consultant for the following clients over the past three years: the California Economic Strategy Panel, The James Irvine Foundation, the Local Government Commission, the Sierra Business Council, Orange County, Valley Vision, and the California Workforce Association. She is the co-author of “Ahwahnee Principles for Smart Economic Development,” and “Promising Practices: Early Implementation Program Strategies” for California’s Welfare to Work Program. She has presented at numerous conferences, including The President’s Council on Sustainable Development, the National Council on Urban Economic Development Smart Growth Conference, and the Arizona Rural Development Council. Ms. Kelly graduated cum laude from Georgetown University and holds a masters degree in City and Regional Planning from the University of Pennsylvania.



DR. AKHTAR KHAN is a Research Program Specialist at the California Employment Development Department, Labor Market Information Division. He is working on projects relating to longitudinal wage mobility, an assessment of farm labor needs for the State of California, and development of labor demand-supply indicators using administrative data. Previously, Dr. Khan designed and directed statistical projects relating to industry and occupational projections, customer satisfaction, and provided expert consultation on survey design and complex sampling methodologies to study the effectiveness of state and federally funded childcare programs. He has also been employed with the Employment Security Commission, Labor Market Information Division for the State of North Carolina as Applied Research Economist and by the Nebraska Department of Labor as Economist.



COREY KIDWELL is Executive Director of the Bay Area Information Technology Consortium (Bay ITC), and serves as a Dean of Career Education and Economic Development at Cabrillo Community College in Santa Cruz. Ms. Kidwell has deep knowledge of the community college and workforce development systems, having previously served as Dean of Academic Services, Vocational Education, and Economic Development at Las Positas College. She also has extensive experience successfully developing relationships with the private sector. During her tenure at the Bay ITC she has garnered support and input from Intel, Sun Microsystems, Hewlett-Packard, National Semiconductor, Autodesk, Lawrence Berkeley National Laboratory, and Cisco Systems. Ms.

Kidwell's expertise includes integrating community technology efforts with community college programs, having worked closely with the development of several broad-based consortia executing IT career ladder training programs throughout California.



GRACE KILBANE joined the U.S. Department of Labor's Employment and Training Administration (ETA) in 1988 and joined the Senior Executive Service in 1995. In late 1999, Grace assumed the duties of Administrator, Office of Workforce Security, which entails responsibilities for the Unemployment Insurance Service (UI), Foreign Labor Certification Programs, United States Employment Service, America's Labor Market Information System, and the One-Stop Career Center System. Prior to that, Grace served as Director of the Unemployment Insurance Service and as Administrator of the Office of Workbased Learning.

Before coming to Washington in 1993, Grace served as Regional Administrator for ETA in Kansas City for five years. During that time, she also directed the Department's Task Force, which implemented the worker provisions of the Immigration Act of 1990.

Prior to joining ETA, she served as Deputy Administrator and Acting Administrator of the Ohio Bureau of Employment Services for almost six years. She also has more than eight years experience directing programs at the City and County levels of government. A native of Cleveland, she possesses a Law Degree and a Master of Science Degree in Urban Studies.



JIM KING has held policy level positions in both the legislative and executive branches of government at the federal, state and local level during his forty-year career. For the past thirty years he has been engaged in providing consulting services to public and private sector clients in California and other states. He is considered to be among the leading professionals in the field of economic policy development and implementation. He is also among the pioneers in the use of industrial cluster analysis for understanding the evolution of a community's economic base and estimating its growth potential. He is the author of a Handbook on Economic Development. His current clients are primarily economic development organizations, particularly counties and cities in rural areas of California and other states. He is currently compiling an analysis of the economic base in each of the nine regions in California for the California Economic Strategy Panel and he recently completed an analysis of California's economic base for the California Community College System.



SANDY KIRSCHENMANN is presently the Director of Workforce and Economic Development for the Los Rios Community College District in Sacramento. In this position, Ms. Kirschenmann is responsible for leadership and administrative oversight of the district's economic development directions and for the development of new programs in workforce development education and training. She has also served as the Executive Director of the Economic Development Coordination Network for the California Community Colleges. The network develops statewide partnerships, resources and special projects for the Economic Development Program. Ms. Kirschenmann's career began in the California Community Colleges as an instructor at American River College in 1979. She developed the concept of an applied learning laboratory for students in the Foodservice Program in the Oak Café at American River College. This Café was reviewed by the restaurant critics of the Sacramento Bee, who called the Oak Café the 'best kept culinary secret in Sacramento.' While at American River College, Ms. Kirschenmann attended the La Varenne Ecole de Cuisine in Paris, France, and the Beringer School for American Chefs in the Napa Valley. She served as a founding member of the American Restaurant Association's Food Service Professional certification organization, and worked closely with the local Restaurant Association to provide professional development opportunities to the local community. At Cosumnes River College, Ms. Kirschenmann developed a new Foodservice program for the Los Rios Community College District, developing program curriculum, laboratory design, and an advisory committee structure. She assumed an administrative role as the Dean of Careers and Technology at Cosumnes River College, and supervised an academic division that included

occupational program faculty from Automotive Technology, Architecture, Veterinary Technology, as well as Work Experience and Career Center activities. In 1993, Ms. Kirschenmann chaired a writing team that successfully developed a proposal and secured funding for a \$1.75 million federal Title III grant. This grant involved the development of institutional responses for academically under-prepared students, and activities for staff development in new technologies and new instructional strategies. In 1997, Ms. Kirschenmann developed an Industry-Driven Regional Collaborative project, supported by the Chancellor's Office of the California Community Colleges, and worked with all of the colleges in the Los Rios District to develop innovative approaches to increase the number of students completing programs in Information Technology in the Los Rios Colleges. The goal of this project was workforce preparation for the high technology firms in the Sacramento area. The "TechForce 2000" project resulted in significant new curriculum innovation and cooperation between departments of Computer Information Science and Electronics throughout the Los Rios District. Ms. Kirschenmann is currently working on a doctoral degree in Educational Administration and Foundations from the University of the Pacific. Her baccalaureate and master's degrees were completed in Dietetics and Nutrition Science at the University of California, Davis. She served her dietetic internship at Walter Reed Army Medical Center as an officer in the Army Medical Specialist Corps. Ms. Kirschenmann has served on the Community Advisory Board of the U.C. Davis Medical Center, and has worked with the National Institute for Leadership Development for Community Colleges. She is presently serving on the Board of the California Community College Association of Occupation Educators, the Labor Market Information Division's statewide Advisory Committee, and on the Vocational Education Research and Accountability Technical Advisory Committee.



DR. GUS KOEHLER is a political sociologist, a Time Structures principal, and a co-founder of Time Structures. He is an adjunct faculty member of the Department of Business and Public Administration at the University of Southern California. His consulting work includes:

- Identifying why organizations lag behind developments in their environments
- Discovering how firms and agencies can quickly organize themselves in highly complex and diverse settings
- Developing strategies to address different approaches of the future: "clear," "complicated" or "complex."
- Improving processes and procedures through time studies using social scientific and humanistic tools.

Dr. Koehler received his Ph.D. in Political Science and Sociology from the University of California at Davis. His dissertation examined the relationship between concepts of time and space and current ideas about democratic theory.

Dr. Koehler is also a Senior Policy Analyst with the California Research Bureau where he conducts policy research for the California State Legislature, the Governor and other elected officials. His current research responsibilities include identifying and evaluating state economic development issues and remedial strategies.

Currently, Dr. Koehler is a consultant to the California Economic Development Strategy Panel, and to California Senate Select Committee on Economic Development. He has prepared public policy reports on California's bioindustry, business networks, California economic development, and the application of chaos theory to disaster management.



JULIA LANE is a Principal Research Associate at the Urban Institute and a Senior Research Fellow at the US Census Bureau. She has been involved in the Longitudinal Employer-Household Dynamics program at the Census Bureau for the past four years. Prior to the Census Bureau, she was a Professor of Economics at the American University. She has worked with UI wage records since the early 1990's, and has published numerous articles using these data. She has co-edited two books - one on the creation and analysis of matched employer-employee data, and one on data confidentiality.



BOB LANTER is the Assistant Director for the California Workforce Association, a statewide nonprofit that assists federal and state funded job training programs implement strategies and services for the communities they serve. His primary duties include concentrating on implementation of the Workforce Investment Act and working towards positive progress in Welfare Reform. Over the last year, Bob has spearheaded the efforts to build CWA's One-Stop Community. Close to 100 One-Stop operators are now meeting regularly throughout the State to discuss and share common challenges, opportunities and solutions. He represents local organizations on State level workgroups, and in testimony before the California Workforce Investment Board and the California State Legislature, striving to create a better understanding of the effects of policy decisions on local workforce systems. He also works with local organizations and communities assisting with planning efforts, as well as speaking at statewide and national conferences and forums. Before coming to the California Workforce Association, Bob worked for the Contra Costa County Private Industry Council as the Program Manager for the award winning Employer Connection Program. This program combined the efforts of 29 organizations to provide employers throughout Contra Costa access to services that were coordinated and streamlined. Bob has over 12 years experience in employment and training which includes working for executive search firms, temporary agencies and government programs. He has a bachelor's degree in Personnel Administration and Industrial Relations from California State University at Hayward and is a trained facilitator from the Grove Institute in San Francisco.



WENDY LAZARUS is a Founder and Director of The Children's Partnership, a national, nonprofit organization founded in 1993 to advance the interests of America's children and families in a changing economic, policy, and political environment. Ms. Lazarus is a policy expert on a wide range of children's issues, having spent more than twenty-five years working on the front lines for children in California, Ohio, Colorado and Washington, DC. She has helped secure improved health care, child support, access to information technologies and other much needed resources for hundreds of thousands of children and families. Ms. Lazarus began her career in 1973 as director of the Health Division at The Children's Defense Fund in Washington, DC. Between 1989 and 1993, she served as founding Vice President for Policy for Children Now, a California-based policy and advocacy organization, where she developed the organization's policy agenda and spearheaded its legislative activities. Ms. Lazarus has authored more than 20 reports and articles on a wide range of topics affecting children and is frequently turned to as an expert and strategist by policymakers, advocates, grantmakers, and the media. In the arena of children and technology, Ms. Lazarus has helped spearhead the policy agenda for Computers In Our Future, a \$7.3 million California-based initiative to build community technology centers for youth in 11 low-income communities. She also co-authored *The Parents' Guide to the Information Superhighway* (September 1996), a primer about parenting in the information age, developed in conjunction with the National Urban League and the National PTA (nearly a million copies have been distributed and published in English, Spanish, German and Italian). Most recently, she has focused on the content dimension of the digital divide, having co-authored the first comprehensive report on Internet content from the standpoint of the needs of underserved Americans. The Children's Partnership is now developing a portal to help low-income and underserved communities use and create online content. (contentbank.org). Ms. Lazarus serves as a board member or advisor to a number of national, state, and community-based organizations and companies. She also developed and currently teaches a graduate-level course in child advocacy at UCLA. Ms. Lazarus graduated from Yale University in Yale's first class of women graduates, and received her Master's degree Public Health from the University of North Carolina. She lives in Santa Monica, California with her husband and two teenage children.



KAREN LEAHY is the Operational Support Manager for the Center for Workforce Information and Analysis, Pennsylvania Department of Labor and Industry. In this capacity she is responsible for ensuring that the Center functions in an efficient and responsive manner to its many customers. She has been with the Center for over twelve years in a variety of positions including the Center's School-to-Work Coordinator. A trained facilitator, she helped develop the Center's Workforce Information Center—a one-source dedicated call center for all customers. Additionally, she gained experience in the WIA arena by working with the WIBs in their strategic planning efforts. She is a member of the Center's Speakers Bureau, giving presentations and training on LMI and career information

to a variety of customers. She also directs the Center's Strategic Initiative Section that facilitates the flow of information between customers, promoting the development and use of labor market information. Through these varied experiences she has gained extensive knowledge in the areas of labor market information, the Workforce Investment Act, career development and customer satisfaction. Additionally, Ms Leahy serves on the Pennsylvania Department of Labor and Industry's Human Capital Management Committee to develop the department's succession planning and knowledge management efforts. She is currently Pennsylvania's representative for the LMI Institute Consortium.



KEITH LEE Associate Administrative Officer of the Economic Development & Public Service Group, has served the County since 1988. His responsibilities include overseeing the County's Jobs and Employment Services, Land Use, and Economic & Community Development departments and the Redevelopment Agency. He is Past-President of the California Workforce Association and is Past-President of the National Association of Counties' Training and Employment Professionals. He holds a Masters of Business Administration from the University of LaVerne and dual Bachelor of Science Degrees in Business Administration and Sociology from Marymount College.



STEPHEN LEVY is Director and Senior Economist of the Center for Continuing Study of the California Economy (CCSCE) in Palo Alto. CCSCE is a private research organization founded in 1969 to provide an independent assessment of economic and demographic trends in California. CCSCE works with private companies and public institutions that require an explanation and analysis of the growth process as well as detailed projections. Stephen Levy is the principal author of CCSCE's annual report series on the California economy. CCSCE's annual reports have acquired a national reputation for credible and independent analyses. Mr. Levy regularly briefs private and public sector managers on the impact of economic and demographic growth trends on California's future. With support from The James Irvine Foundation, Steve has recently completed a report on workforce investment issues and challenges and will spend the next year presenting the report around the state. In 1998 he was commissioned by the Hewlett, Irvine, and Packard foundations and Bank of America to prepare a report analyzing the connections between land use and the California economy and last year completed a report on planning for California's infrastructure needs. CCSCE provides long term economic and demographic projections on an ongoing basis to institutions such as the Southern California Association of Governments (SCAG), Metropolitan Water District of Southern California, the South Coast Air Quality Management District, and the Irvine Company. Mr. Levy chairs the Council of Economic Advisors for the State Workforce Investment Board and is a member of the NOVA (Silicon Valley) Workforce Investment Board, The South Coast Air Quality Management District and The Sacramento Area Council of Governments (SACOG). Stephen Levy has degrees in economics from MIT and Stanford University. Steve lives in Palo Alto with his wife, Nancy. They have two children, Becky and David.



MEGGAN MENSINGER is the Labor Market Research Coordinator for the City of Long Beach, Workforce Development Bureau. Charged with conducting various research projects in support of local workforce planning efforts, she is currently producing her second Los Angeles County Occupational Outlook report, in partnership with the State of California Employment Development Department (EDD). Ms. Mensinger has also conducted various research projects focused on recruitment, selection, and training for organizations that include Los Angeles Unified School District, Verizon, and the Equal Employment Opportunity Commission. A member of the Southern California Personnel Management Association (SCPMA) and the Orange County Chapter of the International Society for Performance Improvement, she received her M.A. in Industrial-Organizational Psychology from California State University, Long Beach.



RUTH MILKMAN is Professor of Sociology at UCLA. She did her undergraduate work at Brown University and received her M.A. and Ph.D. from the University of California, Berkeley. Before moving to UCLA in 1988, she taught for several years at the City University of New York. She has also taught as a visiting professor at the University of Warwick (England), the University of Sao Paulo (Brazil) and Macquarie University (Australia). Her research and writing has ranged over a variety of issues surrounding work and labor organization in capitalist societies. She has written many articles and three books: *Gender at Work: The Dynamics of Job Segregation During World War II*, which won the 1987 Joan Kelly Prize from the American Historical Association; *Japan's California Factories: Labor Relations and Economic Globalization* (1991); and *Farewell to the Factory: Auto Workers in the Late 20th Century* (1997). She also has published two edited volumes: *Women, Work and Protest: A Century of Women's Labor History* (1985) and *Organizing Immigrants: The Challenge for Unions in Contemporary California* (2000). Her current research focuses on immigrant workers and their relationship to labor unionism in contemporary southern California.



KATHLEEN A. MILNES is at the cutting edge of innovation in the area of workforce and economic development for the entertainment industry. At EIDC, Milnes created and supervises three principal programs: 1) Occupational and Economic Research, 2) Training for Current Industry Professionals, 3) School to Career Efforts for High Schools, Community Colleges and Community Based Organizations. In an industry where relationships are key, Milnes' 25-year tenure in the industry and her personal relationships ensure the involvement of a broad cross section of the entertainment industry in all aspects of EIDC's work in this important arena. She is the co-author of three landmark occupational studies on careers in the entertainment industry (*Making Digits Dance: Visual Effects and Animation Careers*, *Amazing Post: Post Production Careers*, and *Reel Jobs: Physical Production Careers*) and the companion website *Entertainment Careers* (www.entertainmentcareers.cc). These projects represent a combined investment of nearly \$1 million in public and foundation funds since 1997. As a result of this work, it became clear that there is a dearth of good economic and employment data on this critical California industry. To address this "data deficit" on May 9, 2002, Governor Gray Davis awarded \$742,500 grant from his discretionary Workforce Investment Act funds to create the Entertainment Data Project at EIDC to be directed by Milnes. In an innovative partnership with the California Employment Training Panel, Milnes has funneled \$2.5 million in training subsidies to upgrade the technology skills of 1,100 current industry employees in 240 companies. EIDC's new ETP agreement adds an additional \$2.5 million. Her mission also includes strengthening and expanding the New Media and Entertainment Academies, now in nine Los Angeles area high schools. She has created a network of community organizations that connect young people to the entertainment industry and has significantly increased the number of industry employers who engage with schools and community groups. Milnes' acknowledged expertise in these areas led to her appointment by Governor Gray Davis to the State Workforce Investment Board. She is also a mayoral appointee to the Youth Council of the Los Angeles Workforce Investment Board. Prior to joining EIDC in October 1997, Milnes served as Vice President of the Alliance of Motion Picture and Television Producers (AMPTP) for seven years. Milnes has a B.A. in American Studies from the University of Maryland, Baltimore County. She is an adjunct professor in the Digital Media Department at the Otis College of Art and Design where she teaches a two-semester senior seminar called "Life in the Real World."



JAY MOUSA is the Director of the Research & Statistics Office at the Minnesota Department of Economic Security. Prior to that, he held numerous positions during his years of service with the Minnesota LMI shop, including assistant director, manager of the Current Employment Statistics Unit, supervisor of the projections and special projects unit, among other responsibilities. Mr. Mousa is the current co-chair of the Covered Employment and Wages program (ES-202) Policy Council and the co-chair of the National Job Vacancy Statistics workgroup. He is a frequent writer and speaker on labor market and economic issues, and is a familiar name in the state of Minnesota for those who follow the state and the national economies because of his regular interviews and media appearances. Jay Mousa has B.A. degrees in economics and social psychology from the University of Minnesota and an M.A. in economics from Minnesota State University-Mankato.



RANDALL MURPHY is Program Manager for the Center for Workforce Information and Analysis, Pennsylvania Department of Labor and Industry. He has approximately twenty-five years of experience in the labor market information (LMI) arena. His current responsibilities include customer service, information technology and administration. His experience covers all facets of LMI from managing the collection and analysis of labor



JEFF NALL has worked with job training, employment, and related programs since 1972. He has worked with both adult and youth caseloads, managed a variety of programs locally, conducted planning and research at the state level, and administered statewide programs. For a number of years, Jeff administered Iowa's Job Training Partnership Act programs, job training programs for welfare recipients, and customized training programs to help businesses to create new jobs and upgrade the skills of current workers. He has been active in Iowa's school improvement initiatives, welfare reform, and efforts to create a "one-stop" network of workforce development centers throughout Iowa. Jeff has served on a number of advisory panels and working committees within state government, and with such groups as the Iowa Business Council, the U.S. Department of Labor, the National Governors Association, the National Association of State Workforce Board Chairs, and the National Conference of State Legislators. State legislation consolidated programs from several agencies into a new department, Iowa Workforce Development, in 1996. Jeff currently administers this department's Division of Policy and Information, which provides labor market information, workforce strategic planning, communications, and staff support to the Iowa's Workforce Development Board.



GEORGE NAZER received the BLS 2001 Eminent Achievement Award for State Employees. Economic and Labor Market Information Bureau, New Hampshire Employment Security - 1990 to present. Education---1969 Graduate of New England College, Henniker, New Hampshire; 1977 Graduate of Franklin Pierce College, Rindge, New Hampshire.



WILLIAM C. NIBLACK has been involved in labor market information for more than 25 years. He started as the labor economist for the Missouri Department of Labor and Industrial Relations and became head of the Research and Analysis (Labor Market Information) section in 1994. Through reorganization he is now part of the Missouri Economic Research and Information Center in the Missouri Department of Economic Development. His participation in national LMI activities includes serving as a member of the NASWA LMI Committee, the BLS/State LAUS Policy Council, and the ALMIS LMI Training Institute Consortium. Prior to coming to Missouri state government, Bill was an economist in the Research Department of the Federal Reserve Bank of St. Louis and had served as an officer in the U.S. Navy. He holds two degrees in economics: a Bachelors degree from Washington University in St. Louis and a Masters degree from the University of Wisconsin-Madison.



MIKE O'CONNELL is an Economist with Labor Market Statistics at the Florida Agency for Workforce Information

Mr. O'Connell, a former Vice President for a Bank in South Florida, is a Ph.D. candidate at the University of Florida in Natural Resource Economics. His current work involves industry employment and occupational forecasting, economic impact analysis (REMI and Implan) and applying Geographical Information Systems (GIS) to urban and regional economics.



FRANK QUINTERO founded the Alliance for Education a vocational training and placement organization in 1976. He has designed vocational educational programs for Vietnam Veterans, Dislocated Aerospace, Financial and Manufacturing workers. This client population varied from PhD's to blue collar workers. Frank played an instrumental role during the difficult transition period for immigrants and Refugees in the late 70's and 80's. Using his business and real estate expertise he helped many newcomers start their own businesses and investments. Frank served as a member of the State Job Training Coordinating Council. The Council was the Governor's statutory advisory body for California's workforce preparation system. Governor Gray Davis appointed him to the California Work Force Investment Board. The State Board is the successor to the State Council. Within its purview, the State Board provides a public forum for issues and policy related to workforce preparation, and promotes the coordination of employment and training programs and resources throughout the state. Frank was elected to the Glendale City Council in 2001. He is a past president of the Glendale Chamber of Commerce, 1995-1996. He is a past president and founding member of the Glendale Hispanic Business and Professional Association, 1990-1991. He serves on numerous community and public service boards. He is a Vietnam Veteran with a degree in Political Science and holds several professional certificates.



DOUG REAMER is a Principal Statistician for the New York State Department of Labor and responsible for Labor Market Analyst and Career Information activities. He has 25 years experience in these areas as well as in labor statistics and educational reform.



SAM RODRIGUEZ was appointed as Chief Deputy Director of the Employment Development Department (EDD) on October 31, 2000, by Governor Gray Davis. Mr. Rodriguez brings a wealth of knowledge to EDD having worked in both the private and public sector at the local, state, and national levels. Prior to his appointment to the EDD, Mr. Rodriguez served more than six years with the federal government as the Assistant Director of Communications and Science Education for the United States Department of Energy, Office of Science. In this position, he acted as the liaison to Congress, the Office of Management and Budget, and the White House Office of Science and Technology for education programs and initiatives. During his tenure with the Department of Energy, Mr. Rodriguez also designed two education initiatives that include: "The Institute for Biotechnology, Environmental Science, and Computing for Community Colleges" and a "Pre-Service Teacher Training Program." In addition to performing the duties as EDD's Chief Deputy Director, Mr. Rodriguez has been asked to join Mr. Stephen J. Smith, Acting Secretary, of the new Labor and Workforce Development Agency to assist in getting the agency operational. The Labor and Workforce Development Agency will be responsible for the EDD, and the Department of Industrial Relations, the California Workforce Investment Board, and the Agricultural Labor Relations Board. Since joining EDD, Mr. Rodriguez's focus has been on Information Technology Initiatives to provide greater access to employment services, strategic use of data and information for policy development, and enhancing services and expanding career guidance information for California's youth. Mr. Rodriguez also earned a Bachelor of Arts degree from the University of Texas.



JEAN M. ROSS is the founding Executive Director of the California Budget Project, a nonprofit, nonpartisan organization established in 1994 to promote a better understanding of state fiscal and economic policy issues and their impact on low and middle income Californians. Her prior professional experience includes serving as Principal Consultant to the Assembly Revenue and Taxation Committee; Senior Consultant to the Assembly Human Services where she staffed the California Legislature's Joint Select Committee on the Changing Family; and Assistant Research Director of the Service Employees International Union in Washington, DC, where she was responsible for coordinating the union's research on tax, budget, and employment policy issues. Jean serves on the Board of the Washington, DC-based Institute on Taxation and Economic Policy, the Advisory Committee of

California's Franchise Tax Board, the Technical Advisory Committee of California's Economic Strategy Panel, and the Board of the California Tax Reform Association. Ms. Ross is a frequent speaker on workforce and fiscal policy issues and has published numerous reports and articles on fiscal and economic policy issues. Ms. Ross graduated from the University of California at Santa Cruz and has a master's degree in City and Regional Planning with a concentration in Regional Economics from the University of California at Berkeley.



LARRY SINOR graduated from the Sheet Metal Workers Local 162 apprenticeship program in 1974 and has been a member of Sheet Metal Workers Local 162 for over 32 years. Mr. Sinor was an apprentice and journeyman instructor from 1979 – 1994. Mr. Sinor has served as the Chairman of the Sacramento Valley Coordinators Association and the Administrator for the Sheet Metal Workers Local 162 Joint Apprenticeship Training Committee (JATC) since 1994. Currently Mr. Sinor is also a member of the Workforce Investment Board's Youth Council.



GRAHAM SLATER was born, raised, and educated in England. Graham moved to the United States in 1981, after graduating from the University of Manchester with a degree in Mathematics & Management Sciences. Graham worked for the Oregon Employment Department's Research section for almost 20 years. He worked in most areas of the section, collecting data directly from employers, making estimates and projections of employment levels, writing articles, reports and making presentations. In August of 1998, he took the role of Administrator for Research, responsible for about 60 economists, analysts, and other staff spread across the state. Outside of work, much of Graham's time and effort focuses on family, church, and his role as volunteer fire fighter and medic with the Drakes Crossing Fire Department.



ANETTE SMITH-DOHRING is currently the Workforce Development Manager for Sutter Health, Sacramento Sierra Region. Her role is to ensure future staff development to strengthen our service delivery and presence within the community. With a BS in Business Management, Ms. Dohring has spent the last eight years working in and around workforce development, human resources and staffing.



DIXIE SOMMERS is Director of Labor Market Studies at Ohio State University's Center on Education and Training for Employment, a position she has held since April 2000. Her current projects involve improvement of the nation's workforce information system, school to work, research on best practices in adult workforce development programs, labor market analysis for Ohio's career clusters, and assistance to the Eastern Caribbean region in assessing needs for vocational-technical training. At the national level, Ms. Sommers is Executive Director of the Workforce Information Council. Ms. Sommers was Deputy Administrator of the Ohio Bureau of Employment Services, where she oversaw the state's labor market information, job training, unemployment compensation, and employment services programs. She also served as Ohio's labor market information director, and as policy director for the National O*NET Consortium. Ms. Sommers began her career at the U.S. Department of Labor, working at the Bureau of Labor Statistics and the National Occupational Information Coordinating Committee. Ms. Sommers is an Ohio native, and holds a bachelor's degree in economics from Oberlin College and a master's degree in labor and human resources from Ohio State University.



STANLEY P. STEPHENSON, PH.D. is Regional Commissioner, Bureau of Labor Statistics, U.S. Department of Labor, San Francisco from 1996 to present. He provides leadership and organizational direction in an eight-state area, including 200 professional, technical and administrative staff, emphasizing planning and operations management, and public relations. From 1994-1995, Dr. Stephenson was Managing Director, Management & Strategy Analysis, Inc. in New York City. He directed professional staff on economic consulting projects, developed a global strategic planning practice and provided expert witness services to law clients. From 1986 to 1993, he held several management and consulting positions within Aetna Life & Casualty, Inc., including Assistant Vice-President, Aetna International, Inc. Dr. Stephenson taught MBA courses in economics, statistics, and human resource management as Associate Professor of Economics and Business Administration at the University of Hartford from 1984 to 1986. Before then, he was Associate Professor of Business Administration, at Pennsylvania State University.



SENATOR JOHN VASCONCELLOS was first elected to the California State Senate in 1996 after 30 years in State Assembly. The thirteenth district is the heart of Silicon Valley (engine of California's prosperity). Senator Vasconcellos has been called a "pragmatic idealist," the "conscience of the Legislature," and the "Johnny Appleseed of Self Esteem." The Senator founded the California Task Force to Promote Self Esteem and Personal and Social Responsibility, and Assembly Democratic Economic Prosperity Team (ADEPT). Senator Vasconcellos is Chair of the Senate Education Committee and the Select Committee on Economic Development. He is author of: "A Liberating Vision: Politics for Growing Humans" (1979), Tough & Smart Public Safety program (1995), California/Japan Partnership Agenda (1997), Blueprints for a Golden State (1997), and Welcoming This Next American Revolution: Toward a 21st Century Politics of Trust, Healing and Hope (forthcoming)

In the Senator's words, he is committed to:

- recognizing California as the human frontier, seedbed of revolutions in hi-tech, gender, race, self-esteem, global economy, interactive communications, politics;
- meeting our primary challenge of realizing the promise of our multicultural democracy, with gender equity, in the global economy, in this age of technology;
- redesigning society to encourage development of healthy, self-realizing, responsible human beings; and
- developing a new human politics based on the belief that we human beings are innately inclined toward becoming life-affirming, constructive, responsible, and trustworthy.



WILLIAM WALKER has worked at SETA full-time since 1985. I started my career in the Eligibility Unit determining eligibility for youth, adult and dislocated workers. I transferred to the Monitoring Unit as an Analyst, monitoring for contractual compliance. The Agency promoted me to the Monitoring/Contract Supervisor responsible for the compliance of most of SETA's funding sources. In 1999, SETA promoted me to the Operation Manager for the McClellan Project. The Agency has revised my title to Workforce Development Manager for Employer Services; however, I am still in the process of closing out the McClellan Project.



DR WALLACE WALROD is Vice President in charge of research and communications at the Orange County Business Council (OCBC). During his 4 years with OCBC, Wallace has worked on a variety of strategic initiative projects with entrepreneurial high-growth start-ups and large corporate firms. His work included designing

innovative program, strategy, and policy solutions for private industry, government, and private foundations, including the Orange County Community Indicators and Workforce Assessment projects. Prior to joining OCBC, Wallace worked in the administration of university-industry relations at University of California, Irvine. He is currently on the Board of Directors of Wescom, a \$2 billion financial institution; Advisory Board of the Orange County Executive Survey; and Biotechnology Advisory Committee, Orange Coast College; and the Executive Committee of the Orange County Health Needs Assessment. Mr. Walrod graduated with a Ph.D. from UC Irvine. His dissertation studied successful strategic management practices in high-tech firms, including advanced electronics and biotechnology. He has published two papers co-authored with Luis Suarez-Villa in Disasters and Urban Studies, the latter which won the 1997 Donald Robertson Memorial Prize. He regularly lectures on U.S. high-tech industries in the U.S. and Europe to academic and corporate clients. He is quoted frequently in the Los Angeles Times, Orange County Register, Wall Street Journal, The Economist, Entrepreneur, and other publications on economic matters.



GREG WEEKS directs the Labor Market and Economic Analysis (LMEA) branch of the Washington State Employment Security Department, which collects, analyses and distributes the full range of labor market information for Washington State. He has been in this position since June 2000. Prior to being appointed LMEA Director, he served for one year as the Employment Security research coordinator for the state's TANF program. Before entering state service in 1999, Greg Weeks was an economics professor at The Evergreen State College for 18 years. His research interests included program evaluation, welfare policy, event history analysis, and low-wage labor markets. From 1987 to 1992, he directed the Family Income Study, a large longitudinal survey of Washington's welfare population. He is currently directing the WorkFirst Study, a second longitudinal survey of the Washington welfare population. He has a Ph.D. in economics from Washington State University, and received his undergraduate degree in economics from Iowa State University.



PAUL WESSEN is an Economist with the California Employment Development Department, Labor Market Information Division (LMID), Current Economic Statistics Group.

Working for LMID, Paul analyzes current labor market and economic trends in California. More specific to the Panel Discussion on Industrial Clusters at the NASWA Workforce Intelligence Summit, Paul managed Phase II of LMID's Identifying Regional Industrial Clusters in California contract, the work for which was conducted by Dr. Sergio Rey, Associate Professor, Department of Geography, San Diego State University.

Paul earned a master's degree and Ph. D. in agricultural economics at Michigan State University. Prior to joining LMID in January 2001, Paul was a member of the Michigan State University Department of Agricultural Economics faculty, during which time he managed the "Enhancing Rural Economies of Rural Michigan Counties" project, an economic and community development project involved with 18 rural Michigan counties.



MARGO WEST has been involved in employment and training programs beginning as Research Analyst for the CETA program in 1973. Her experience has included employment with the City of Anaheim, the Orange County Manpower Commission, the Coast Community College District, and the County of Orange. She currently supervises the Planning Development Unit for Orange County Workforce Investment Board. The unit is responsible for resource and grant development as well as labor market activities.



DUANE WHITFIELD has been with the Florida Education and Training Placement Information Program, known as FETPIP, since its inception in 1985. He has served as the program director since 1996. FETPIP

provides follow up outcome performance data on nearly all public and some private education and training programs statewide, including all education, workforce development and welfare reform programs.



ROBERT M. WILSON is President of R. M. Wilson Consulting, Inc., has a sustained record of innovation in the workforce system. He has served on numerous national workforce consortia including the ALMIS One-Stop Technical Standards, ALMIS Database, America's Career InfoNet (past chair), America's Learning eXchange, PELEX Liaisons, and LMI Access. Previous work has included the development of visionary workforce information systems, skill match applications, and customer-focused Internet services that have received eight national awards for innovation and customer service. His recent work for the Department of Labor, Employment and Training Administration includes taxonomy development and linkage, thematic searching and project leadership for the O*NET-SOC Coding Assistant. Mr. Wilson's experience includes 11 years with the Oregon Employment Department; and he is a certified Usability Analyst by Human Factors International; a professional member of the World Future Society; and a PMI-certified Project Management Associate.